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VOLUME IV NOVEMBER-DECEMBER, 1918 NUMBERS 7, 8

BULLETIN

OF

THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

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ANNUAL MEETING
BALTIMORE, DECEMBER 28

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1918

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VICE-PRESIDENT

Roscoe Pound (*Law*) — Harvard University

SECRETARY

H. W. Tyler (*Mathematics*) — Massachusetts Institute of Technology

TREASURER

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For the term ending January 1, 1919

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Edward Capps (*Classics*)	Princeton University
John R. Commons (*Economics*)	University of Wisconsin
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Arthur O. Lovejoy (*Philosophy*)	Johns Hopkins University
E. A. Ross (*Sociology*)	University of Wisconsin
H. V. Wilson (*Zoölogy*)	University of North Carolina

For the term ending January 1, 1920

F. M. Anderson (*History*)	Dartmouth College
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M. R. Cohen (*Philosophy*)	College of the City of New York
F. S. Deibler (*Economics*)	Northwestern University
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Lucy M. Salmon (*History*)	Vassar College
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For the term ending January 1, 1921

Carl Barus (*Physics*)	Brown University
H. A. Eaton (*English*)	Syracuse University
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Ellen C. Hinsdale (*German*)	Mount Holyoke College
E. D. Starbuck (*Philosophy*)	Iowa State University
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Ex-officio

J. H. Wigmore (*Law*) (until 1922)	Northwestern University
Frank Thilly (*Philosophy*) (until 1923)	Cornell University

EXECUTIVE COMMITTEE OF THE COUNCIL

J. M. Coulter, *Chairman*

J. R. Commons	Roscoe Pound
Harris Hancock	Frank Thilly
A. O. Lovejoy	H. W. Tyler

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TABLE OF CONTENTS

	PAGE
General Announcements	
Program of Annual Meeting	3
Report of Nominating Committee	4
Report of the Council	5
A Proposed Declaration of Principles	6
Notes from Committees	10
President's Report	11
Secretary's Report	13
Notes from Local Branches	14
Nominations for Membership	16

GENERAL ANNOUNCEMENTS

ANNUAL MEETING

The annual meeting will be held at Johns Hopkins University, Baltimore, Friday and Saturday, December 27 and 28, in connection with the meeting of the American Association for the Advancement of Science and affiliated societies.

Friday, December 27

7.30 P. M. Meeting of the Council.

8.00 P. M. Meeting of Committees V and R, Apparatus for Productive Scholarship, and Promotion of Research.

Round Table discussion of the problems of the committees under present and prospective conditions.

Saturday, December 28

9.00 A. M. Meeting of the Council. Meetings of Committees. Registration.

9.30 A. M. to 12 M. *First Session.*

(1) College and University Work under Conditions of War and of Reconstruction. Report from the Committee on Patriotic Service with short addresses by members.

Representatives of the War Department Committee on Education and Special Training have been invited to participate. Informal discussion, introduced by Roscoe Pound of Harvard University.

(2) The American Council on Education. The President and Secretary of the Council have been invited to describe its work, as guests of our Association.

(3) Appointment of Committee on Resolutions and Auditing Committee.

12.00 M. Meeting of Committee on Resolutions.

12.00 M. to 2 P. M. Informal Reception and Luncheon.

2.00 P. M. to 5 P. M. *Second Session.*

(1) A Proposed Declaration of Principles. (See page 6.)

(2) Report of Committee A on Academic Freedom and Academic Tenure.

Report of Committee P on Systems of Pensions and Insurance for University Teachers.

Report of Committee S on the Organization and Conduct of Summer Schools.

Report of Committee V on Apparatus for Productive Scholar-

TABLE OF CONTENTS

	PAGE
General Announcements	
Program of Annual Meeting	3
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Report of Committee S on the Organization and Conduct of Summer Schools.

Report of Committee V on Apparatus for Productive Scholar-

ship. Vice-Chairman Teggart will report in detail on the work he has been carrying on in Washington, and it is hoped that this will be followed by fruitful and important discussion, as the situation is one in which our Association seems to have a unique opportunity for constructive work.

Brief Reports or Announcements from Other Committees.

Reports from the Officers.

Report of the Council.

Report of the Committee on Resolutions.

Report of the Nominating Committee and Election of Officers.

(3) Unfinished and Miscellaneous Business.

5 P. M. (or at close of the General Session) Meeting of the Council for 1919.

7 P. M. Informal Dinner.

8 P. M. Round Table Discussion of Proposed Declaration of Principles.

Details in regard to accommodations, lunches, place of meeting are not yet available but will be communicated to secretaries of Local Branches.

NOMINATION FOR OFFICERS.—The by-laws of the Association require that blanks shall be provided upon which additional nominations by members may be made. As post-office regulations prevent inclosing a separate slip, members desiring to present such nominations are requested to do so in the following form:

I hereby nominate the following names for the offices mentioned:

President.....

Vice-President.....

Councillors (not to exceed ten).....

.....

.....

.....

Members are reminded of the desirability of bringing to the meetings copies of Bulletins containing reports and items of business to be discussed.

REPORT OF NOMINATING COMMITTEE

The Nominating Committee presents the following recommendations for officers for 1919.

For President, Edward Capps (Latin), Princeton University.

For Vice-President, H. Austin Aikins (Philosophy), Western Reserve University.

For Secretary, H. W. Tyler (Mathematics), Massachusetts Institute of Technology.

For Treasurer, Harris Hancock (Mathematics), University of Cincinnati.

For Councillors (for the term ending January 1, 1922):

H. C. Lancaster (French), Amherst College.
Florence Bascom (Geology), Bryn Mawr College.
R. M. Wenley (Philosophy), University of Michigan.
W. G. Chambers (Education), University of Pittsburgh.
Harold Jacoby (Astronomy), Columbia University.
J. C. Arthur (Botany), Purdue University.
O. G. Libby (History), University of North Dakota.
E. S. Meany (History), University of Washington.
J. S. P. Tatlock (English), Stanford University.
F. W. Blackmar (Sociology and Economics), University of Kansas.

REPORT OF THE COUNCIL

No meeting of the Council has been held since December, 1917. Business transacted then, or since, by correspondence, has been reported in previous issues of the BULLETIN.

A PROPOSED DECLARATION OF PRINCIPLES

The following proposals have been presented to the Cincinnati Branch by its chairman, L. T. More. The branch, without passing on their substance has recommended their publication in the BULLETIN as a basis for study and discussion on the part of members of the Association with a view to preliminary action or consideration at the approaching annual meeting.

PROPOSED DECLARATION OF PRINCIPLES FOR THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS.

1. The justification for such an Association is that its members can foster and improve the scholarly life.

   The word "scholarly" is used in its broadest sense. It means not only that the members shall have knowledge in their specialties and devotion to them, but also that they shall by teaching and writing promote wisdom and justice.

2. Upholding and raising the standards of colleges:

   (a) The Association must insist that private and public preparatory schools shall give a simple disciplinary course of study designed for college entrance, and in conformity to the needs of college education. At the present time the National Education Association has declared that, if educational systems are modified, the college must conform to the schools, since the latter have the broader and more important function in education. Whether this principle in its general aspect be wise or not, it is self-evident that courses should be offered in preparatory schools which will prepare pupils for their future work in colleges. The solution of this problem is simple enough if each college faculty, encouraged by its Local Branch, will state clearly its entrance requirements and its minimum of preparation in each study, and will then *stick to these requirements*. It is probable that for a few years enrollment will be reduced and the Association will be criticized severely; but if each college will explain to parents, and will publish in the press, the reasons for the many failures to enter college, the burden of dissatisfaction will soon fall on the school authorities and this supercilious attitude will change.

   (b) It is more difficult to state the means of improving standards in the colleges themselves. It would certainly help much if faculties required a pretty thorough survey of a few fundamental subjects for the first two years and then should allow

freedom of choice for the last two years. Of course, the decision as to which are the fundamental subjects must be left to the individual colleges. In a general way, these subjects would be those which have been studied longest and out of which the others have developed. A vote of the Association on this question would aid the colleges in making their choice. At any rate the Association should set itself whole-heartedly against the license of elective systems on the one hand and narrow specialization on the other.

3. The substitution of a standard of quality in education in place of our present standard of quantity.

In spite of certain requirements in some subjects selected from balanced groups, we are tacitly, but actually, giving students the idea that education consists in obtaining a specified number of credits. A credit is the thing, and students watch additions to their credits much more than their attainment of knowledge. This being the students' main pursuit, they regard as a minor matter what they take or whether there is continuity in their education. If the required number of credits can be captured in three years, by cramming and by a judicious choice of "snaps," instead of in four, then a year of life has been saved; and, with our present plan, this idea may have some justification. This standard of quantity runs all through our college administration, and it is thoroughly vicious. The success of a college is gauged by the number of credits, by the number of students, by the number of departments and courses, and by the number of dollars. Would it not be wise, in the case of students who can profit by it, to require a disciplinary course for the first two years, and in the last two years to base qualifications for graduation on satisfactory attainments in a small group of allied subjects, rather than on any specified number of credits?

4. The reduction of the machinery of educational systems:

We are so rapidly building up a complex system of machinery, wheels within wheels, which we call university administration, that the time and strength of valuable men are absorbed in endless committee work and interminable paper correcting, to the utter demoralization of their scholarly work. This machinery brings into prominence the unscholarly and the weak members of the Faculty who salve their consciences and keep themselves busy in this so-called executive work, so dear to the average college president. Most of this machinery is made necessary by the nature of our standards of quantity. Committee work is necessary, for the most part, to establish and guard curricula; to decide the endless questions of the relations of student to these curricula; and to bolster up stupid and lazy youths with private instruction; those who are kept in college because it desires large numbers.

5. The avoidance of expansion and standardization:

Faculties, instead of trying to run all colleges and universities into a uniform mould, should preserve the individuality of each. It is a useful thing for students to know the character and the aim of the college to which they go. There are only a few institutions so strong in finances and in their faculties that they can offer instruction in the whole body of knowledge. Members of this Association should oppose undue expansion of their own departments as well as in the institutions. Practically all of our colleges and universities are on the brink of bankruptcy; that is, they are expanded to such an extent that they have no reserves to meet any emergency or stringency; they have not enough money to pay decent salaries or to provide proper equipment for instruction. This condition prevents wise administration, promotes irritability and suspicion, and fosters weak faculties, since able men are repelled from entering the profession.

6. The increase of salaries:

This is the imperative need of the day, and its accomplishment should be the chief purpose of the Association. It should include a substantial increase in the average salaries paid and also large compensation to men of distinguished achievement. Better salaries are necessary, not only to meet the increased cost of living, but also because it is becoming a more and more serious matter that young men of ability will not enter our profession. Their declared reason is that, while the work is attractive, the pay is quite inadequate to a proper standard of life. The result is that the number of competent instructors is steadily decreasing in our faculties.

In most cases, the finances of our institutions would be adequate to increase salaries if executives would put a stop to their expansion of unimportant departments and schools, and if heads of departments would be satisfied without increasing the number of unimportant courses and unnecessary instructors. The financial embarrassment of colleges is thus largely the result of our standard of quantity and of cumbrous and wasteful administrative machinery. The concerted action of the Association would have great influence in accomplishing a reform.

7. Less emphasis on "Lehrfreiheit":

One of the important functions of the Association is to preserve academic freedom and tenure of office. The stand can be taken that any dismissal without the opportunity of a public defense should be regarded as suspicious and should be investigated. But it should not be overlooked that, as a general rule, tenure of office is secure enough and what academic men most need is more freedom and more incentive to do the

higher work of their profession. An undue prominence given to "Lehrfreiheit" is attended with the danger that grossly incompetent men will seek membership to make their position secure. It is possible that colleges suffer more from the presence of these grossly incompetent than they do from the dismissal of the able.

8. The interpretation and the carrying out of these principles shall be left absolutely to the membership of the Association and its Local Branches. But the Association will expect each Branch to send the Council an annual report showing what has been accomplished to further the purpose of the Association.

LOUIS T. MORE, *Chairman.*

NOTES FROM COMMITTEES

Committee S, The Organization of the Summer School.—Copies of the Report of this Committee have been sent to the members for approval or criticism. Subject to revision, the statement may be made that the data collected by the Committee seem to warrant the following conclusions:

1. The attitude of observant and experienced teachers at representative institutions is, on the whole, favorable to the summer courses, though mainly in the interest of persons who would otherwise be cut off altogether from university privileges.

2. Students in summer courses, while they show greater extremes of ability, are not, in general, inferior to students in other courses.

3. With regard to the effect of the Summer School on research, although opinions conflict, the general drift seems to be that summer courses as now organized in most institutions are distinctly harmful, mainly because of the drain upon the investigator's nervous energy. The extent of the evil depends in a measure, however, upon the individual, some teachers being able to pursue research in connection with their teaching, others not. Round-the-year teaching for long periods of years is permitted at many, perhaps most, institutions, though it is acknowledged to be an evil in itself as well as inimical to research. It does not appear that the rise of the Summer School has thus far actually diminished the scholarly output, however much it may threaten to do so.

4. There is a general suspicion that the summer courses work adversely to increases of salary and to promotion, but no specific data have come to the attention of the Committee.

It is expected that the Report will be presented at the next meeting of the Association, and that it will include specific recommendations for action.

Tables have been prepared showing (1) the proportion of local to outside teachers in the leading Summer Schools, (2) the proportion of Summer School teachers to the entire Faculty, and (3) the extent of round-the-year teaching in representative institutions.

F. N. Scott, *Chairman.*

PRESIDENT'S REPORT

The normal activities of the Association have been unavoidably interrupted during the year. War activities of various kinds have called for the services of many of our members, and among them have been chairmen and members of important committees. For this reason it has been impossible in some cases even to reorganize some of the committees, except in a temporary way. As a consequence, the plans of several committees could not be carried out. While this condition explains the diminution of activities, it has not resulted in a cessation of activities. The effort has been at least to keep all of the older committees functional, and to organize the committees recently authorized.

This situation has naturally affected the nature of the annual meeting. Certain committees will report such activities as have been possible, but chief emphasis will be placed upon a consideration of the problems of the immediate future, and of such plans as have been formulated for solving these problems. It is felt that the meeting is full of important possibilities, and may be made to mark the initiation of very significant constructive work.

We are perhaps justified in thinking that the Association is facing its greatest opportunity. The period of general reconstruction is at hand, and the opportunity of the Association is to become an important factor in such educational reconstruction as the experience of the war has suggested as desirable. The fact that the Government, through its War Department, has organized a Committee on Education and Special Training, suggests that there is to be a closer co-operation between universities and the government service in all its branches. In other words, the universities are facing the problem of more definitely organized participation in training for public service in the broadest sense. This situation may introduce a new epoch in the history of American universities.

Such a transition period, however, has its dangers as well as its opportunities, and against these the Association must be on its guard. The impulse of some will be to introduce the new epoch by a complete revolution. The history of university education, however, has been a history of evolution; a process by which methods

and motives have been put on trial. Those that have proved inefficient have been gradually eliminated, while those that have proved to be desirable have been continued and developed. It must be evident that this long experience has led to a recognition of certain things that are distinctly desirable and that should be retained. The attitude of the Association, therefore, should be to conserve the best that past experience has recognized, and to add the desirable things that new experience suggests. The growth of our educational policy should be likened to that of a tree, rooted and grounded in all the truth that the past has revealed, but stretching out its branches and ever-renewed foliage and taking into its life the forces of today.

Another problem that confronts the Association is the renewal and development of the international relations of scholarship. Co-operation in scholarship is so essential that nothing must interfere with it. The present opportunity of the Association is not merely to reunite the broken connections, but also to develop an organization that will make the contributions of scholarship more available than they have ever been.

In brief, the Association is now facing its greatest opportunity, an opportunity to add to its previous functions far-reaching constructive work, which, while conserving all that is desirable, will relate the universities more effectively to national and international service.

J. M. Coulter.

REPORT OF THE SECRETARY

During the past year the work of this office has been conducted along lines previously determined, with such modifications—mainly, in the direction of simplicity and economy—as have naturally resulted from war conditions. Reference may be made to various issues of the BULLETIN for detailed information in regard to Association business. The expense of printing and postage has been somewhat reduced by issuing two double numbers of the BULLETIN (including the present one).

The Executive Committee has held no meeting since December, 1917, but has, by correspondence, appointed Committee V (On Apparatus for Productive Scholarship).

The statistics of membership are as follows:

January 1, 1918:	
Active members	2,244
Honorary members	26
January 1 to November 30, 1918:	
Elected to membership	130
Membership resigned	30
Membership deaths	8
Membership honorary	11
November 30, 1918:	
Active	2,325
Honorary	37
Gain in active membership during the year	81

The distraction of war activities, the interruption of normal college and university work under the S. A. T. C. system and the high cost of living have undoubtedly tended to check our growth.

The list of institutions eligible under our rules but having no representatives at present in our membership has been reduced from 100 a year ago to 93, and the officers have endeavored by means of a recent letter to Local Branches to stimulate activity in bringing in new members.

The form of the nomination blank has been settled during the year and a permanent card catalogue of present and former members is in preparation.

H. W. TYLER, *Secretary.*

NOTES FROM LOCAL BRANCHES

Colorado College.—In connection with information published from time to time in regard to other institutions, members of the Association will be interested in the following extracts from a letter by President Duniway published last summer:

To the Editor of the Nation:

Beginning in December, 1918, alumni representation on the Board of Trustees will be introduced. By 1920 four out of a membership of eighteen are to be chosen by the alumni. Hitherto the Board has filled vacancies entirely by the method of coöptation, which is typical of American colleges.

The President has hitherto appointed faculty committees. The new regulations provide for a faculty committee on committees, with five members elected by ballot to sit with the President as chairman. The right is reserved to the Faculty to select special committees and representatives by other methods on special vote.

Tenure of office of the Faculty is defined. Instructors will be on annual appointment. Assistant professors will be appointed for terms of from one to three years. In some cases they may be put upon indefinite tenure. Professors or associate professors, after probationary appointments of from one to three years, will be continued on indefinite tenure.

The initiative of the President in recommendations to the Board of Trustees upon all appointments is recognized. It is made the duty of the President to confer with heads of departments on the appointment of instructors and subordinates. The President is obliged to confer with at least three members of the Faculty, designated by the faculty committee on committees, before recommending to the Trustees appointments of professors, associate professors or, assistant professors. The results of such conferences are to be reported to the Trustees when the President makes recommendations.

Any member of the Faculty on indefinite tenure may be dismissed only after full hearings before a joint committee of three members of the Faculty, chosen by the committee on committees, and an equal number of Trustees, together with the President of the College. If the professor concerned requests it, he is entitled to have a further hearing before the Board of Trustees itself.

Circular Letter to Officers of Local Branches.—The following circular letter has been sent by the officers to chairmen of all local Branches:

October, 1918.

The Council has just decided in regard to the annual meeting that it shall be held at Baltimore, December 27 and 28, in connection with the meeting of the American Association for the Advancement of Science. Doubt has been expressed by some, and is probably entertained by others, as to whether it is best—from a patriotic standpoint—to hold large academic meetings under present conditions. The officers of the Association are not unmindful of the considerations involved, but it seems to them of paramount importance that, while academic interests and activities are temporarily concentrated on the fundamental and essential task of winning the war, this should not be permitted to make a complete break in the continuity of the higher education and research for which our profession and our Association stand. We neither ask, nor anticipate, a large attendance at the coming meeting. We hope, however, to include in our program subjects of such vital importance that members who are able to attend will be amply rewarded, and we particularly hope that as many of the more remote institutions as possible will have at least one representative who may carry the message back to his local branch for their further discussion.

NOMINATIONS FOR MEMBERSHIP

The following three nominations are printed as provided under Article IV of the Constitution. Objection to any nominee may be addressed to the Secretary, H. W. Tyler, Massachusetts Institute of Technology, Cambridge, Mass., or to the Chairman of the Committee on Admissions,* and will be considered by the Committee if received before February 1, 1919.

The Committee on Admissions* consists of J. V. Denney (Ohio State), Chairman; Florence Bascom (Bryn Mawr), Edward Capps (Princeton), J. Q. Dealey (Brown), A. R. Hohlfeld (Wisconsin), G. H. Marx (Stanford), and F. C. Woodward (Washington, D. C.).

The names of nominators follow the name of each nominee in parentheses. Nominators for whom no institution is specified are colleagues of the nominee.

Edward L. Rice (Zoölogy), Ohio Wesleyan,
(T. G. Duvall, W. N. Rice and C. T. Winchester, Wesleyan)

A. S. Pearse (Zoölogy), Wisconsin,
(F. G. Hubbard, L. J. Cole, Edward Bennett)

Joseph W. Phelan (Chemistry), Mass. Institute of Technology,
(H. W. Tyler, F. S. Woods, E. F. Langley)

*Nominations should in all cases be presented through the Secretary, H. W. Tyler, Mass. Institute of Technology, Cambridge, Mass.